

**2013 FCC EEO Public File Report for Charter Communications
12391 - CM Marquette Cnty MI**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 3
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 11

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12391 - CM Marquette Cnty MI

			Interviewees Referred by Each Recruitment	Number
Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Source	Hired
1301230	Ad Account Executive I	Indeed.com		1
		Referral - Becky Turner		1
		Internal Career Portal		0
		External Career Portal		0
		Direct Employers		0
		Hispanic Center of Western Michigan		0
		Hero2Hired		0
1301230 Total			2	1
1205540	Mgr, Local Sales I	Indeed.com		1
		Internal Career Portal		3
		External Career Portal		0
		Direct Employers		0
		Hispanic Center of Western Michigan		0
		Hero2Hired		0
1205540 Total			4	1
1205543	Sales Support Coordinator	Indeed.com		3
		Internal Career Portal		0
		External Career Portal		2
		Direct Employers		0
		Hispanic Center of Western Michigan		0
		Hero2Hired		0
1205543 Total			5	1
Grand Total			11	3

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	3
External Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	2
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Hispanic Center of Western Michigan	1204 Grandville Ave SW	Grand Rapids, MI, 49503	Deisy Madrigal		NO	0
Indeed.com*					NO	5
Referral*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit.

DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/4/13-6/6/13 & 8/20/13-8/22/13	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills
5	PSS Training	5/21-5/23/2013 – Traverse City, MI & 7/23-7/25 - Portland, OR & 8/13-8/15/13 - Helena, MT	Sales Training designed to increase sales executives knowledge of tactics